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	Contents	Pages
Part - I	Acts	
	<i>Nil</i>	
Part - II	Ordinances	
	<i>Nil</i>	
Part - III	Delegated Legislation	
	1. Notification No. G.S.R. 24 /P.A.12/2024/ Ss.15 and 71/2025 dated 17.04.2025 containing the Punjab Fire and Emergency (Group-A) Service Rules, 2025.	..317-338
	2. Notification No. G.S.R. 25 /P.A.12/2024/ Ss.15 and 71/2025 dated 17.04.2025 containing the Punjab Fire and Emergency (Group-B) Service Rules, 2025.	..339-362
	3. Notification No. G.S.R.26 /P.A.12/2024/ Ss.15 and 71/2025 dated 17.04.2025 containing the Punjab Fire and Emergency (Group-C) Service Rules, 2025.	..363-385

4. Notification No. G.S.R. 27/Const./Art.320/
Amd.(99)/2025 dated 23.04.2025 containing
amendment in the Punjab Public Service
Commission (Limitation of Functions)
Regulations, 1955. ..387
5. Notification No. S.O. 27/C.A.39/1987/
S.6/2025, dated the 22nd April, 2025,
nominating the Hon'ble Mr. Justice Deepak
Sibal, as Executive Chairman of the Punjab
State Legal Services Authority, on and with
effect from the 16th day of April, 2025. ..389

**Part - IV Correction Slips, Republications and
Replacements**

Nil

PART-III
GOVERNMENT OF PUNJAB
DEPARTMENT OF LOCAL GOVERNMENT

NOTIFICATION

The 17th April, 2025

No. G.S.R. 24/P.A.12/2024/Ss.15 and 71/2025.- In exercise of the powers conferred by section 71 read with sub-section (1) of section 15 of the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and conditions of service of the persons appointed to the Punjab Fire and Emergency (Group-A) Service, namely: -

RULES

1. **Short title, commencement and application.-** (1) These rules may be called the Punjab Fire and Emergency (Group-A) Service Rules, 2025.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
(3) They shall apply to the posts specified in Appendix 'A'.
2. **Definitions.-** (1) In these rules, unless the context otherwise requires,-
 - (i) **"Act"** means the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024);
 - (ii) **"Appendix"** means an Appendix to these rules;
 - (iii) **"budget"** means the budget of the concerned urban local bodies reserved for the Fire and Emergency Service or any budgetary allocation by the State of Punjab or Union of India;
 - (iv) **"Director"** means the Director Fire and Emergency Service, Punjab;
 - (v) **"Government"** means the Government of the State of Punjab in the Department of Local Government;
 - (vi) **"recognized university"** or **"recognized institution"** means,-
 - (a) any University or institution incorporated by law in any of the State of India; or
 - (b) any other University or institution which is recognized by the Government for the purpose of these rules; and
 - (vii) **"Service"** means the Punjab Fire and Emergency (Group A) Service.

(2) The words and expression used, but not defined in these rules, shall have the same meaning as, respectively, assigned to them in the Act.
3. **Number and character of posts.-** The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add or to reduce the number of such posts or to create new posts with different designations and scales of pay, whether permanently or temporarily.

4. **Appointing authority.-** All appointments to the Service shall be made by the Director.
5. **Method of appointment, qualifications and experience.-** (1) All appointments to the Service shall be made in the manner as specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service may be made by transfer of a person holding an analogous post under the State Government or any statutory institution of the Government of Punjab.

 - (2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against the post in Appendix 'B'.
 - (3) Appointment to the Service by promotion shall be made on the basis of seniority-cum-merit, but no person shall have any right to claim promotion on the basis of seniority alone.
 - (4) The Director may, in consultation with the Government, by order, from time to time,-
 - (a) determine the method or methods of recruitment; and/or
 - (b) determine the proportion of vacancies to be filled by each method.
 - (5) Reservation at the time of appointment and at the time of promotion to the members of the Scheduled Castes and other categories shall be applicable to the members of the Service on the basis of instructions issued by the Government of Punjab from time to time, in this regard, and as adopted by the Director.
6. **Pay of members of the Service.-** The members of the Service shall be entitled to such scales of pay, as may be authorized by the Government of Punjab, Department of Finance, from time to time. The scales of pay at present, in force in respect of the members of the Service, are given in Appendix 'A'.
7. **Disqualifications.-** No person shall be eligible for appointment to any post in the Service,-
 - (a) who has entered into or contracted a marriage with a person having a spouse living; or
 - (b) who having a spouse living, has entered into or contracted a marriage with any person:

Provided that the appointing authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage, and that there are other grounds for so doing, exempt such a person from the operation of this rule.
8. **Age of superannuation.-** (1) Subject to the provisions of sub-rule (2) every member of the Service shall retire from service on the afternoon of the last day of the month in which he attains the age of fifty-eight years or as per instructions issued or rules made by the Government of Punjab from time to time, in this regard, and as adopted by the Government:

Provided that every member of the Service whose date of birth is the first day of a month shall retire from service on the afternoon of the last day of the preceding month.

(2) Any person appointed to the Service may, in public interest, be retired at any time after he has completed twenty years of qualifying service or as per instructions issued by the Government of Punjab, from time to time, in this regard, and as adopted by the Government, or he attains the age of fifty years, whichever is earlier, by giving him a written notice of three months:

Provided that the retirement under this sub-rule may be made effective forthwith on payment of three months' salary at the rate last drawn, in lieu of the notice period.

9. **Discipline, punishment and appeal.-** (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal), Rules, 1970, as amended from time to time.
- (2) The authority empowered to impose penalties as specified in the rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970 shall be as per Appendix 'C'.
10. **Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.-** (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.
- (2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'D'.
11. **Assigning of additional duties or responsibilities.-** (1) All the duties specified in the Act, shall be ifso facto applicable to the members of the Service.
- (2) Notwithstanding anything contained in these rules, the Government or any other authority empowered in this behalf, in addition to normal

duties, may assign the members of Service any kind of special duties or responsibilities to be specified from time to time in furtherance to enhance the efficiency of work.

12. **Power to relax.**- Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category or persons:

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.

13. **Residuary powers.**- All matters not specifically provided for in these rules, whether incidental or ancillary to the provisions of these rules or otherwise, shall be regulated in accordance with such orders as the Director may, from time to time, make with the approval of the Government.

14. **Repeal and saving.**- The Punjab Municipal Fire Brigade Rules, 1977, in so far as they are applicable to the members of the Service, are hereby repealed:

Provided that any order issued or any action taken under the rules, so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.

15. **Interpretation.**- If any question arises as to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

APPENDIX-‘A’

(See rules 1(3) and 6)

Serial Number	Designation of the post	Number of posts		Scale of pay (Appointed before 17-07- 2020) (in rupees)	Scale of pay (Appointed on or after 17-07-2020) (in rupees)
		Permanent	Total		
1.	Assistant Divisional Fire Officer	18	18	Level 16 (Initial 48700)	100% Promotional Post

Note:- Recruittees appointed on or after 17-07-2020 shall not be paid the scale of 6th Punjab Pay Commission at the time of their promotion.

APPENDIX- 'B'

(See rule 5)

Serial number	Designation of post	Percentage of appointment by		Qualification and experience for appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
1	2	3	4	5	6
1.	Assistant Divisional Fire officer	-	Hundred Percent	-	(i) From amongst the Fire Station Officers working under the control of the Director, who have an experience of working as such for a minimum period of six years; and (ii) should possess Advance Diploma in Fire Engineering issued from the National Fire Services College, Nagpur.

APPENDIX- 'C'

(See rule 9 (2))

Serial Number	Designation of the post	Nature of Penalty/or @ Order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4	5
1.	Assistant Divisional Fire Officer	Minor Penalties and Major Penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.	Director	Government

APPENDIX- 'D'

(See rule 10)

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-I BRANCII)

NOTIFICATION

The 4th May, 1994

No.GS.R.33/Const./Art.309/94.- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to ¹[Group 'A', Group 'B' and Group 'C'] services in connection with the affairs of the State of Punjab, namely:-

1. Short title, commencement and application:-

- (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.
- (2) They shall come into force at once.
- (3) They shall apply to all the posts in [Group A', Group 'B' and Group C] services in connection with the affairs of the State of Punjab.

2. Definitions.- In these rules, unless the context otherwise requires,-

- a) "appointing authority" means an appointing authority specified as such in the Service Rules made under article 309 of the Constitution of India in respect of any service or Post in connection with the affairs of the State of Punjab;
- b) "Board" means the Subordinate Service Selection Board, Punjab or any other authority constituted to perform its functions;
- c) "Commission" means the Punjab Public Service Commission;
- d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;
- e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- f) "recognized university or institution" means, -
 - i) any university or institution incorporated by law in any of the State of India; or
 - ii) any other university or institution, which is declared by the Government to be recognized university or institution for the purposes of these rules;
- g) ¹["Service" means any Group 'A' Service, Group 'B' Service and Group 'C' Service constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;]
- h) "Service Rules" means the service rules made under article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and

¹ Amended vide Punjab Government Notification No.G.S.R.115/Const./Art 309/Amd.(6)/2001, dated 18th December, 2001.

- (i) "War hero" means a defence services personnel, or a para-military forces personnel, who is a bona fide resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by the Government of India, in operations in Kargil or any other sector in J & K in the on going conflict with Pakistan or in any other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
- (ii) a defence service personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Param Vir Chakra, Mahavir Chakra or Vir Chakra; provided that,-
 - (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though not *bona fide* residents of Punjab State are yet closely connected to the State of Punjab;
 - (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to first generation dependent members/next of the kin.

Note:-The Government reserves the right to include any other category of Awardees for the purpose of providing employemnt to the category of War Hereeos, as may be notified.]

3. Nationality, domicile and character of person appointed to the Service.-

- (1) No person shall be appointed to the Service unless he is,-
 - (a) a Citizen of India; or
 - (b) a Citizen of Nepal; or
 - (c) a Subject of Bhutan; or
 - (d) a Tibetan refugee who came over to India before the 1st day of January, 1962 with the intention of permanently settling in India; or
 - (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate-but he shall not be appointed to the service. unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.

(3) No person shall be recruited to the service by direct appointment, unless he produces,-

- a) a certificate of character from the principal academic officer of the university, college, school or

¹Substituted vide Punjab Government Notification No.G.S.R.34/Const./Art.309/Amd.(7)/2003, dated 12th July, 2003.

institution last attended, if any, and similar certificates from two responsible persons not being relatives, who are well acquainted with him in his private life and are unconnected with him in his private life and are unconnected with his university, college, school or institution; and

(b) An affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or Government of India, or of any Public Sector Undertaking.

4. **Disqualification.**- No person;-

- (a) who has entered into or contracted a marriage with a person having spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person shall be eligible for appointment to the Service:

Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, Exempt any person from the operation of this rule.

5. **Age:-**¹ [(1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be.]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed upto forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the Government of India.

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time.

(2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time

²[(4) In the case of appointment of a War-hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time]

³[5A. **Increase in upper age limit:** - Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have been increased by two years.]

¹Amended vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

²Amended vide Punjab Government Notification No.G.S.R.81/Const./Art.309/Amd.(11)/99, dated 15th November, 1999.

³Rule 5A after rule 5 was inserted vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

6. **Qualification etc.**- Subject to the provisions of these rules, the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service;

¹{Provided that where appointment of ²[Group 'A' or Group 'B'] non- technical post is offered to a war-hero, who has been discharged from defence services or paramilitary forces on account of disability Suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university. Such person who is offered [Group 'A' or Group 'B' or Group 'C'] non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.}

7. **Probation-** (1) A person appointed to any post in the service shall remain on probation for a period of ⁴[three] years, if recruited by direct appointment and one year if appointed otherwise:

Provided that:-

- (a) any period, after such appointment, spent on deputation on a corresponding or higher post shall count towards the period of probation;
 - (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
 - (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
 - (d) any kind of leave not exceeding six months, during or at the end of period of probation, shall be counted towards the period of probation.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding ³[one] and a half years from the date of appointment, it may,-
- (a) if such person is recruited by direct appointment, dispense with his services, or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
 - (b) if such person is appointed otherwise-
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

¹Proviso was added, vide Punjab Government Notification No. G.S.R.81/Const./Art.309/Amd(II)99, dated 15th November, 1999.

²Amended vide Punjab Government Notification No. G.S.R.115/Const./Art.309/Amd.(6)/2001, dated 18th December, 2001.

³Amended vide Punjab Government Notification No. G.S.R.1/Const./Art.309/Amd.(14)/2015, dated 23th February, 2015

⁴Amended vide Punjab Government Notification No. G.S.R.56/Const./Art.309/Amd.(18)/2016, dated 5th September, 2016.

- (3) On the completion of the period of probation of a person, the appointing authority may
- (a) If his work and conduct has in its opinion been satisfactory-
- (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed ; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) if his work or conduct has not been in its opinion, satisfactory or if he failed to pass the departmental examination, if any, specified in the Service Rules-
- i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

Provided that the total period of probation including extension, if any, shall not exceed three years.

8. **Seniority**- The seniority inter se of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service.

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case of person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined as post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows:-

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointments from which they were promoted on transferred; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments and if the length of service is also the same, an older person shall be senior to a younger person:

¹[Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.]

Note:- Seniority of persons appointed on purely provisional basis or on ad hoe basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

9. **Liability of members of Service to transfer-** A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1, Part 1.
10. **Liability to serve-** A member of Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.
11. **Leave, Pension and other matters-** In respect of pay, leave, pension and all other matters not expressly provided for in these rules, a member of a Service shall be governed by such rules and regulations as may have been or may hereafter be adopted or made by the competent authority.
12. **Discipline, penalties and appeals-** (1) In the matter discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules, 1970 amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.
13. **Liability for vaccination and re-vaccination-** Every member of a Service shall get himself vaccinated or re-vaccinated when Punjab Government so directs by a special or general order.
14. **Oath of allegiance-** Every member of a Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

¹14A. Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by-

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government unless he --	From amongst the clerks, who have an experience of working as such for a minimum period of five years.
(i) Possesses the Bachelor's Degree from a Recognized University or Institution; and	
(ii) Qualifies in the competitive test specified by the appointing authority from time to time; and	
(iii) Possesses at least on hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, Which is ISO 9001, certified.	

OR

Possesses a Computer Information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.

(2) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have, before his appointment, ²[passed a test in English and Punjabi, respectively,] typewriting on computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non-technical Post is offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as Provided in sub-rule(2).

¹Rule 14A was inserted vide Punjab Government Notification No. G.S.R.7/Const./Amd.(15)/2015 dated 15th March, 2015.

²Amended vide Punjab Government Notification No. G.S.R.69/Const./Art.309/Amd.(16)/2015 dated 24th December, 2015.

15. Minimum Educational and other qualifications:-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised University or Institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India:

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule(1), shall have, before his appointment, ²(passed a test in English and Punjabi, respectively, on computer), to be conducted by the Board or the appointing authority or the Department of Information Technology as the case may be, at a speed of thirty words per minute”.

Provided that where appointment of Group 'C' non-technical post offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as specified in sub-rule(2).]

¹Rule 15 was Substituted, vide Punjab Government Notification No.G.S.R.12/Const./Art.309/ Amd.(9)/2009, dated 10th February, 2009.

Rule 15 was amended and sub rule (3) was Omitted vide Punjab Government Notification No.G.S.R.59/Const./Art.309/ Amd.(13)/2011, dated 17th August, 2011.

²Amended vide Punjab Government Notification No.G.S.R.69/Const./Art.309/Amd.(16)/2015, dated 24th December,2015.

¹15A. Minimum Educational and other Qualification for appointment to the post of Senior Scale Stenographer by –

Direct Appointment	Promotion
<p>No person shall be given direct appointment to the post of Senior Scale Stenographer under the Punjab Government unless he--</p> <p>(i) Possesses the Bachelor's Degree from a recognized University or Institution; and</p> <p>(ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :-</p> <p>(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (a typewriter/ computer) at a speed of 20 words per minute. and</p> <p>(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (a typewriter/ computer) at a speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the stenography test in both the language shall be considered to have qualified the test for appointment as Senior Scale Stenographer”.</p> <p>(iv) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.</p> <p style="text-align: center;">OR</p> <p>Possesses a Computer information Technology course equivalent to ‘O’ level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.</p>	<p>(i) From amongst the Junior Scale Stenographers, who have an experience of working as such for a minimum period of one year.</p> <p>Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typist, who have an experience of working as such for a minimum period of five years; and</p> <p>(ii) Qualifies in a stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:-</p> <p>(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/ computer) at a speed of 20 words per minute; and</p> <p>(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the Stenography test in both the language shall be considered to have qualified the test for promotion as Senior Scale Stenographer.”</p>

¹Rule 15A was inserted vide Punjab Government Notification NO. G.S.R.7/Const/ Art.309/Amd.(15)/2015 dated 15th March, 2015.

¹|16. **Minimum Educational and other Qualifications for appointment to the post of Steno-typist or Junior Scale Stenographer-** No person shall be given direct appointment to the post of Steno-typist or Junior Scale Stenographer under the Punjab Government, unless he-

- (a) Possesses Bechelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointment authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with bands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses Computer information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.]

²|17. **Knowledge of Punjab Language-** No person shall be appointment to any post in any service by direct appointment unless he has passed Matriculation examination with Punjab as one of the compulsory or elective subjects or any other equivalent examination in Punjabi Language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the Government from time to time, the person so appointed shall have to pass an examination of Punjabi language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualification for a post in any service are lower than the Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi language equivalent to Middle standard:

Provided further that where a War hero, who has been discharged from defence service or paramilitary forces on account of disability suffered by him or his widow or dependent member of his family is appointed under the instructions issued in this behalf by the Government the person so appointed will not be required to possess aforesaid knowledge of Punjabi language:

Provided further that where a ward of Defence Service Personnel, who is a bona fide resident of Punjab State, is appointment by direct appointment, he shall have to pass to pass an examination of Punjabi language equivalent to Matriculations Standard or he shall have to qualify a test conducted by the Language Wing of the Department of Educational of Punjab Government within a period of two years from the date of his appointment.]

¹Amended vide Punjab Government Notification NO. G.S.R. 12/Art. 309/Amd.(9)/2009, 10th February, 2009. *

²Rule 17 was Substituted vide Punjab Government Notification No. G.S.R.97/Art.309/ Amd.(5)/2001, dated 4th September, 2001.

¹[18. **Promotion to Group 'A' and Group 'B' Services-**

(1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit -cum-seniority as per the instructions issued by the Government from time to time. The Minimum bench mark for promotion for such post would be 'Very Good'. The officer who is graded as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in Group 'A' other than Head of Department the minimum benchmark. Will be 'Very Good' as per the Instructions issued by the Government from time to time. There shall be no supersession on the basis of merit.

(c) For promotion to post falling in Group 'B', the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) **Debaring for consideration for promotion of a Government employee who refuses to accept promotion-** In the event of refusal to accept promotion by a member of a service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointment authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recoded therefore in writing from the operation of this rule.

19. **Power to relax-** Where the government is of the opinion that it is necessary to expedient so to do, it may by Order, for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category of persons.

Provided that the provisions relating to educations qualifications and experience, if any, shall not be relaxed.

20. **Over riding effect-** The Provisions of these rules shall have effect notwithstanding anything contrary contained in any rules for time being in force for regulating the recruitment and conditions of services for appointment to public service and post in connection with the affairs of the State.

21. **Interpretation-** If any, question arises us to the interpretation of these rules the Government shall decide the same.

¹Rule 18 was Substituted vide Punjab Government Notification No.G.S.R.117/Const./Art.309/Amd.(7)/2001, dated 18th December, 2001.

“APPENDIX”

(See Rule 2)

Group ‘A’ : Posts in initial entry revised scales of pay having maximum of Rs. 11,660 or more,
Provided that all existing Class 1 Posts irrespective of the monetary limits of the pay scale
shall be placed in Group ‘A’.

Group ‘B’: Post in initial entry revised scales of pay with maximum ranging between Rs. 10,640 to
11,659.

Group ‘C’ : Posts in initial entry revised scales of pay with maximum ranging between Rs. 5,160 to
10,639.

A.S. CHATTHA,

Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-I BRANCH)

NOTIFICATION
The 20th December, 2016

No.G.S.R. 85/Const./Art.309/Amd.(19)/2016.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely -

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Third Amendment) Rules, 2016.
(2) They shall come into force-on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 5, in the second proviso, for the words and sign "Punjab Government", the words "Punjab Government or any Board, Corporation, Commission or Authority under it", shall be substituted.

SARVESH KAUSHAL,
Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(Personnel Policies-1 Branch)
NOTIFICATION
The 4th October, 2017

No. G.S.R.44/Const./Art.309/Amd.(20)/2017.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:--

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Amendment) Rules, 2017.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 7, in sub-rule (3), for the existing proviso, the following provision shall be substituted, namely:-
“Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.”

KARAN AVTAR SINGH,
Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(Personnel Policies-1 Branch)
NOTIFICATION
The 13th September, 2019

No. G.S.R.31/Const./Art.309/Amd.(21)/2019.- In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:-

RULES

1. (1) these rules may be called the Punjab Civil Services (General and Common Conditions of Service) (First Amendment) Rules, 2019.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, (hereinafter referred to as the said rules), in rule 14 A, under column captioned as "Promotion", for the words "five years", the words "four years" shall be substituted.
3. In the said rules, in rule 15A, under column captioned as "Promotion", in clause (i) in the proviso, for the words "five years", the words "four years" shall be substituted.

KARAN AVTAR SINGH,
Chief Secretary to Government of Punjab.

TEJVEER SINGH,
Additional Chief Secretary to Government of Punjab,
Department of Local Government

PART-III
GOVERNMENT OF PUNJAB
DEPARTMENT OF LOCAL GOVERNMENT

NOTIFICATION

The 17th April, 2025

No. G.S.R. 25/P.A.12/2024/Ss.15 and 71/2025.- In exercise of the powers conferred by section 71 read with sub-section (1) of section 15 of the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and conditions of service of the persons appointed to the Punjab Fire and Emergency (Group-B) Service, namely: -

RULES

1. **Short title, commencement and application.-** (1) These rules may be called the Punjab Fire and Emergency (Group-B) Service Rules, 2025.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
(3) They shall apply to the posts specified in Appendix 'A'.
2. **Definitions.-** (1) In these rules, unless the context otherwise requires,-
 - (i) **"Act"** means the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024);
 - (ii) **"Appendix"** means an Appendix to these rules;
 - (iii) **"budget"** means the budget of the concerned urban local bodies reserved for the Fire and Emergency Service or any budgetary allocation by the State of Punjab or Union of India;
 - (iv) **"Director"** means the Director, Fire and Emergency Service, Punjab;
 - (v) **"Government"** means the Government of the State of Punjab in the Department of Local Government;
 - (vi) **"recognized university"** or **"recognized institution"** means,-
 - (a) any University or institution incorporated by law in any of the State of India; or
 - (b) any other University or institution which is recognized by the Government for the purpose of these rules; and
 - (vii) **"Service"** means the Punjab Fire and Emergency (Group B) Service.

(2) The words and expression used, but not defined in these rules, shall have the same meaning as, respectively, assigned to them in the Act.
3. **Number and character of posts.-** The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add or to reduce the number of such posts or to create new posts with different designations and scales of pay, whether permanently or temporarily.

-
4. **Appointing authority.-** All appointments to the Service shall be made by the Director.

5. **Method of appointment, qualifications and experience.-** (1) All appointments to the Service shall be made in the manner as specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service may be made by transfer of a person holding an analogous post under the State Government or any statutory institution of the Government of Punjab.

- (2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against the post in Appendix 'B'.

- (3) Appointment to the Service by promotion shall be made on the basis of seniority-cum-merit, but no person shall have any right to claim promotion on the basis of seniority alone.

- (4) The Director may, in consultation with the Government, by order, from time to time,-

(a) determine the method or methods of recruitment; and/or

(b) determine the proportion of vacancies to be filled by each method.

- (5) Reservation at the time of appointment and at the time of promotion to the members of the Scheduled Castes and other categories shall be applicable to the members of the Service on the basis of instructions issued by the Government of Punjab from time to time, in this regard, and as adopted by the Director.

6. **Pay of members of the Service.-** The members of the Service shall be entitled to such scales of pay, as may be authorized by the Government of Punjab, Department of Finance, from time to time. The scales of pay at present, in force in respect of the members of the Service, are given in Appendix 'A'.

7. **Disqualifications.-** No person shall be eligible for appointment to any post in the Service,-

- (a) who has entered into or contracted a marriage with a person having a spouse living; or

- (b) who having a spouse living, has entered into or contracted a marriage with any person:

Provided that the appointing authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage, and that there are other grounds for so doing, exempt such a person from the operation of this rule.

8. **Age of superannuation.-** (1) Subject to the provisions of sub-rule (2) every member of the Service shall retire from service on the afternoon of the last day of the month in which he attains the age of fifty-eight years or as per instructions issued or rules made by the Government of Punjab from time to

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time, in this regard, and as adopted by the Government:

Provided that every member of the Service whose date of birth is the first day of a month shall retire from service on the afternoon of the last day of the preceding month.

(2) Any person appointed to the Service may, in public interest, be retired at any time after he has completed twenty years of qualifying service or as per instructions issued by the Government of Punjab, from time to time, in this regard, and as adopted by the Government, or he attains the age of fifty years, whichever is earlier, by giving him a written notice of three months:

Provided that the retirement under this sub-rule may be made effective forthwith on payment of three months' salary at the rate last drawn, in lieu of the notice period.

9. **Discipline, punishment and appeal.**- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal), Rules, 1970, as amended from time to time.
(2) The authority empowered to impose penalties as specified in the rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970 shall be as per Appendix 'C'.
10. **Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.**- (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.
(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'D'.
11. **Assigning of additional duties or responsibilities.**- (1) All the duties specified in the Act, shall be ifso facto applicable to the members of the Service.
(2) Notwithstanding anything contained in these rules, the Government or any other authority empowered in this behalf, in addition to normal duties, may assign the members of Service any kind of special duties or responsibilities to be specified from time to time in furtherance to enhance the efficiency of work.
12. **Power to relax.**- Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category or persons:

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.
13. **Residuary powers.**- All matters not specifically provided for in these rules, whether incidental or ancillary to the provisions of these rules or otherwise, shall be regulated in accordance with such orders as the Director may, from time to time, make with the approval of the Government.
14. **Repeal and saving.**- The Punjab Municipal Fire Brigade Rules, 1977, in so far as they are applicable to the members of the Service, are hereby repealed:

Provided that any order issued or any action taken under the rules, so repealed, shall be deemed to have been issued or taken under the corresponding

provisions of these rules.

15. **Interpretation.-** If any question arises as to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

APPENDIX- 'A'

(See rules 1(3), and 6)

Serial Number	Designation of the post	Number of posts		Scale of pay (Appointed before 17-07-2020) (in rupees)	Scale of pay (Appointed on or after 17-07-2020) (in rupees)
		Permanent	Total		
1.	Fire Station Officer	43	43	Level 12 (Initial 43000)	Pay scale as per 7 th CPC minimum or initial pay 35400
2.	Sub Fire Officer	200	200	Level 11 (Initial 38500)	Pay scale as per 7 th CPC minimum or initial pay 35400

Note:-Recruitees appointed on or after dated 17-07-2020 shall not be paid the scale of 6th Punjab Pay Commission at the time of their promotion.

APPENDIX- 'B'

(See rule 5)

Serial number	Designation of post	Percentage of appointment by		Qualification and experience for appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
1	2	3	4	5	6
1.	Fire Station Officer	Fifty percent	Fifty percent	(i) Bachelor of Technology (Fire Engineering) or Bachelor of Technology (Fire and Safety Engineering) from a recognized University or A.I.C.T.E. affiliated University in first division; (ii) having	From amongst the Sub Fire Officers, who have,- (a) an experience of working as such for a minimum period of five years; and (b) passed the Station Officer's Course from the National Fire Service College, Nagpur: Provided that such Sub Fire Officers, who have

				<p>Valid Transport Vehicle Driving License (Heavy Motor Vehicle or Transport) from State Transport Authority;</p> <p>(iii) three years professional experience in State Government fire service or Central Government fire service or Public Sector Undertaking; and</p> <p>(iv) should not be less than eighteen years of age and not more than thirty seven years of age.</p>	<p>attained the age of fifty two years and have completed total twenty five years of service in the Punjab Fire and Emergency Service, including minimum five years of service as Sub Fire Officer, shall be exempted from passing the said Station Officer's course.</p>
2.	Sub Fire Officer	Thirty percent	Seventy percent	<p>(i) Minimum Bachelor of Science (with Physics, Chemistry and Mathematics) or Bachelor of Technology (Fire Engineering or Fire and Safety Engineering or Mechanical or Electrical or Civil) in first division; and</p> <p>(ii) should not be less than eighteen</p>	<p>From amongst the Leading Firefighters working under the control of Director, who have,-</p> <p>(i) an experience of working as such for a minimum period of four years; and</p> <p>(ii) passed the Sub Officer's Course from the National Fire Service College, Nagpur.</p>

				<p>years of age and not more than thirty years of age.</p> <p>Note:- Selected candidate must undergo the training of Sub Fire Officer Course from the National Fire Service College, Nagpur and pass the curriculum within three years of his service (probation period). In case he fails to do so, his services shall be terminated at the end of probation period, except those who already have qualification of B.Tech (Fire Engineering or Fire and Safety Engineering).</p>	
<p>Note:- Apart from the qualification and/or experience specified hereinabove, the following physique and physical fitness standards shall also be mandatory for appointment to all the posts in these rules, namely:-</p> <p>A. For Male Candidate-</p> <p>(1) Physique for all posts, for direct recruitment or by promotion:-</p> <p>(a) Height 5'.7" minimum;</p> <p>(b) Chest 33.5" unexpanded with 1.5" expansion; and</p> <p>(c) Eye sight 6/6 both eyes without glasses.</p> <p>(2) Physical fitness standards:-</p> <p>(a) Running a distance of 100 yards with a weight (bag of soil/sand) of 60 kg in one minute;</p> <p>(b) Long Jump 3.80 Meters (3 chances); and</p>					

- (c) Climbing a rope to a height of 8 feet from the Ground. His feet shall be at or above 8 feet mark and body shall be straight.

B. For Female Candidate-

(1) Physique for all posts, for direct recruitment or by promotion:-

- (a) Height 5'3" minimum; and
(b) Eye sight 6/6 both eyes without glasses.

(2) Physical fitness standards:-

- (a) Running a distance of 100 yards with a weight (bag of soil/sand) of 40 kg in one minute;
(b) Long Jump 3.00 Meters (3 chances); and
(c) Climbing a rope to a height of 6 feet from the Ground. Her feet shall be at or above 6 feet mark and body shall be straight.

APPENDIX- 'C'

(See rule 9 (2))

Serial number	Designation of the post	Nature of Penalty/or @ Order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4	5
1.	Fire Station Officer	Minor Penalties and Major Penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal Rules, 1970) as amended from time to time.	Director	Government
2.	Sub Fire Officer			

APPENDIX- 'D'

(See rule 10)

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-1 BRANCII)

NOTIFICATION

The 4th May, 1994

No.GS.R.33/Const./Art.309/94.- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to ¹[Group 'A', Group 'B' and Group 'C'] services in connection with the affairs of the State of Punjab, namely:-

1. Short title, commencement and application:-

- (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.
- (2) They shall come into force at once.
- (3) They shall apply to all the posts in [Group 'A', Group 'B' and Group 'C'] services in connection with the affairs of the State of Punjab.

2. Definitions.- In these rules, unless the context otherwise requires,-

- a) "appointing authority" means an appointing authority specified as such in the Service Rules made under article 309 of the Constitution of India in respect of any service or Post in connection with the affairs of the State of Punjab;
- b) "Board" means the Subordinate Service Selection Board, Punjab or any other authority constituted to perform its functions;
- c) "Commission" means the Punjab Public Service Commission;
- d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;
- e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- f) "recognized university or institution" means, -
 - i) any university or institution incorporated by law in any of the State of India; or
 - ii) any other university or institution, which is declared by the Government to be recognized university or institution for the purposes of these rules;
- g) ¹["Service" means any Group 'A' Service, Group 'B' Service and Group 'C' Service constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;]
- h) "Service Rules" means the service rules made under article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and

¹ Amended vide Punjab Government Notification No.G.S.R.115/Const./Art 309/Amd.(6)/2001, dated 18th December, 2001.

- (i) "War hero" means a defence services personnel, or a para-military forces personnel, who is a bona fide resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by the Government of India, in operations in Kargil or any other sector in J & K in the on going conflict with Pakistan or in any other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
- (ii) a defence service personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Param Vir Chakra, Mahavir Chakra or Vir Chakra; provided that,-
 - (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though not *bona fide* residents of Punjab State are yet closely connected to the State of Punjab;
 - (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to first generation dependent members/next of the kin.

Note:-The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.]

3. Nationality, domicile and character of person appointed to the Service.-

- (1) No person shall be appointed to the Service unless he is,-
 - (a) a Citizen of India; or
 - (b) a Citizen of Nepal; or
 - (c) a Subject of Bhutan; or
 - (d) a Tibetan refugee who came over to India before the 1st day of January, 1962 with the intention of permanently settling in India; or
 - (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate-but he shall not be appointed to the service. unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.
- (3) No person shall be recruited to the service by direct appointment, unless he produces,-
 - a) a certificate of character from the principal academic officer of the university, college, school or

¹Substituted vide Punjab Government Notification No.G.S.R.34/Const./Art.309/Amd.(7)/2003, dated 12th July, 2003.

institution last attended, if any, and similar certificates from two responsible persons not being relatives, who are well acquainted with him in his private life and are unconnected with him in his private life and are unconnected with his university, college, school or institution; and

(b) An affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or Government of India, or of any Public Sector Undertaking.

4. **Disqualification.**- No person;-

- (a) who has entered into or contracted a marriage with a person having spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person shall be eligible for appointment to the Service:

Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, Exempt any person from the operation of this rule.

5. **Age:-** ¹[(1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be.]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed upto forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the Government of India.

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time.

(2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time

²[(4) In the case of appointment of a War-hero, who has been discharged from defence services or paramilitary forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time]

³[5A. **Increase in upper age limit:** - Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have been increased by two years.]

¹Amended vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

²Amended vide Punjab Government Notification No.G.S.R.81/Const./Art.309/Amd.(11)/99, dated 15th November, 1999.

³Rule 5A after rule 5 was inserted vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

6. **Qualification etc.-** Subject to the provisions of these rules, the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service;

¹{Provided that where appointment of ²[Group 'A' or Group 'B'] non- technical post is offered to a war-hero, who has been discharged from defence services or paramilitary forces on account of disability suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university. Such person who is offered [Group 'A' or Group 'B' or Group 'C'] non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.}

7. **Probation-** (1) A person appointed to any post in the service shall remain on probation for a period of ⁴[three] years, if recruited by direct appointment and one year if appointed otherwise:

Provided that -

- (a) any period, after such appointment, spent on deputation on a corresponding or higher post shall count towards the period of probation;
 - (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
 - (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
 - (d) any kind of leave not exceeding six months, during or at the end of period of probation, shall be counted towards the period of probation.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding ³[one] and a half years from the date of appointment, it may, -
- (a) if such person is recruited by direct appointment, dispense with his services, or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
 - (b) if such person is appointed otherwise-
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

¹Proviso was added, vide Punjab Government Notification No. G.S.R.81/Const./Art.309/Amd(II)/99, dated 15th November, 1999.

²Amended vide Punjab Government Notification No. G.S.R.115/Const./Art.309/Amd.(6)/2001, dated 18th December, 2001.

³Amended vide Punjab Government Notification No. G.S.R.1/Const./Art.309/Amd.(14)/2015, dated 23rd February, 2015

⁴Amended vide Punjab Government Notification No. G.S.R.56/Const./Art.309/Amd.(18)/2016, dated 5th September, 2016.

- (3) On the completion of the period of probation of a person, the appointing authority may
- (a) If his work and conduct has in its opinion been satisfactory-
- (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed ; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) if his work or conduct has not been in its opinion, satisfactory or if he failed to pass the departmental examination, if any, specified in the Service Rules-
- i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

Provided that the total period of probation including extension, if any, shall not exceed three years.

8. **Seniority-** The seniority inter se of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service.

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case of person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined as post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows:-

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointments from which they were promoted on transferred; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments and if the length of service is also the same, an older person shall be senior to a younger person:

¹[Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.]

Note:- Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

9. **Liability of members of Service to transfer-** A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1, Part 1.
10. **Liability to serve-** A member of Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.
11. **Leave, Pension and other matters-** In respect of pay, leave, pension and all other matters not expressly provided for in these rules, a member of a Service shall be governed by such rules and regulations as may have been or may hereafter be adopted or made by the competent authority.
12. **Discipline, penalties and appeals-** (1) In the matter discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules, 1970 amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.
13. **Liability for vaccination and re-vaccination-** Every member of a Service shall get himself vaccinated or re-vaccinated when Punjab Government so directs by a special or general order.
14. **Oath of allegiance-** Every member of a Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

¹14A. Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by-

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government unless he --	From amongst the clerks, who have an experience of working as such for a minimum period of five years.
(i) Possesses the Bachelor's Degree from a Recognized University or Institution; and	
(ii) Qualifies in the competitive test specified by the appointing authority from time to time; and	
(iii) Possesses at least on hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, Which is ISO 9001, certified.	

OR

Possesses a Computer Information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.

(2) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have, before his appointment, ²[passed a test in English and Punjabi, respectively,] typewriting on computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non-technical Post is offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as Provided in sub-rule(2).

¹Rule 14A was inserted vide Punjab Government Notification No. G.S.R.7/Const./Amd.(15)/2015 dated 15th March, 2015.

²Amended vide Punjab Government Notification No. G.S.R.69/Const./Art.309/Amd.(16)/2015 dated 24th December, 2015.

15. Minimum Educational and other qualifications:-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised University or Institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India:

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule(1), shall have, before his appointment, ²(passed a test in English and Punjabi, respectively, on computer), to be conducted by the Board or the appointing authority or the Department of Information Technology as the case may be, at a speed of thirty words per minute”.

Provided that where appointment of Group 'C' non-technical post offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as specified in sub-rule(2).]

¹Rule 15 was Substituted, vide Punjab Government Notification No.G.S.R.12/Const./Art.309/ Amd.(9)/2009, dated 10th February, 2009.

Rule 15 was amended and sub rule (3) was Omitted vide Punjab Government Notification No.G.S.R.59/Const./Art.309/ Amd.(13)/2011, dated 17th August, 2011.

²Amended vide Punjab Government Notification No.G.S.R.69/Const./Art.309/Amd.(16)/2015, dated 24th December,2015.

¹[15A. Minimum Educational and other Qualification for appointment to the post of Senior Scale Stenographer by –

Direct Appointment	Promotion
<p>No person shall be given direct appointment to the post of Senior Scale Stenographer under the Punjab Government unless he--</p> <p>(i) Possesses the Bachelor's Degree from a recognized University or Institution; and</p> <p>(ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :-</p> <p style="padding-left: 40px;">(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (a typewriter/ computer) at a speed of 20 words per minute. and</p> <p style="padding-left: 40px;">(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (a typewriter/ computer) at a speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the stenography test in both the language shall be considered to have qualified the test for appointment as Senior Scale Stenographer”.</p> <p>(iv) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.</p> <p style="text-align: center;">OR</p> <p>Possesses a Computer information Technology course equivalent to ‘O’ level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.</p>	<p>(i) From amongst the Junior Scale Stenographers, who have an experience of working as such for a minimum period of one year.</p> <p style="padding-left: 40px;">Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typist, who have an experience of working as such for a minimum period of five years; and</p> <p>(ii) Qualifies in a stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:-</p> <p style="padding-left: 40px;">(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/ computer) at a speed of 20 words per minute; and</p> <p style="padding-left: 40px;">(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the Stenography test in both the language shall be considered to have qualified the test for promotion as Senior Scale Stenographer.”</p>

¹Rule 15A was inserted vide Punjab Government Notification NO. G.S.R.7/Const./ Art.309/Amd.(15)/2015 dated 15th March, 2015.

¹|16. **Minimum Educational and other Qualifications for appointment to the post of Steno-typist or Junior Scale Stenographer-** No person shall be given direct appointment to the post of Steno-typist or Junior Scale Stenographer under the Punjab Government, unless he-

- (a) Possesses Bachelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointment authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with bands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses Computer information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.]

²|17. **Knowledge of Punjab Language-** No person shall be appointment to any post in any service by direct appointment unless he has passed Matriculation examination with Punjab as one of the compulsory or elective subjects or any other equivalent examination in Punjabi Language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the Government from time to time, the person so appointed shall have to pass an examination of Punjabi language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualification for a post in any service are lower than the Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi language equivalent to Middle standard:

Provided further that where a War hero, who has been discharged from defence service or paramilitary forces on account of disability suffered by him or his widow or dependent member of his family is appointed under the instructions issued in this behalf by the Government the person so appointed will not be required to possess aforesaid knowledge of Punjabi language:

Provided further that where a ward of Defence Service Personnel, who is a bona fide resident of Punjab State, is appointment by direct appointment, he shall have to pass an examination of Punjabi language equivalent to Matriculations Standard or he shall have to qualify a test conducted by the Language Wing of the Department of Educational of Punjab Government within a period of two years from the date of his appointment.]

¹Amended vide Punjab Government Notification NO. G.S.R. 12/Art. 309/Amd.(9)/2009, 10th February, 2009. *

²Rule 17 was Substituted vide Punjab Government Notification No. G.S.R.97/Art.309/ Amd.(5)/2001, dated 4th September, 2001.

¹18. Promotion to Group 'A' and Group 'B' Services-

(1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit -cum-seniority as per the instructions issued by the Government from time to time. The Minimum bench mark for promotion for such post would be 'Very Good'. The officer who is graded as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in Group 'A' other than Head of Department the minimum benchmark. Will be 'Very Good' as per the Instructions issued by the Government from time to time. There shall be no supersession on the basis of merit.

(c) For promotion to post falling in Group 'B', the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) **Debarring for consideration for promotion of a Government employee who refuses to accept promotion-** In the event of refusal to accept promotion by a member of a service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointment authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. **Power to relax-** Where the government is of the opinion that it is necessary to expedient so to do, it may by Order, for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category of persons.

Provided that the provisions relating to educations qualifications and experience, if any, shall not be relaxed.

20. **Over riding effect-** The Provisions of these rules shall have effect notwithstanding anything contrary contained in any rules for time being in force for regulating the recruitment and conditions of services for appointment to public service and post in connection with the affairs of the State.

21. **Interpretation-** If any, question arises as to the interpretation of these rules the Government shall decide the same.

“APPENDIX”

(See Rule 2)

Group ‘A’: Posts in initial entry revised scales of pay having maximum of Rs. 11,660 or more,
Provided that all existing Class 1 Posts irrespective of the monetary limits of the pay scale
shall be placed in Group ‘A’.

Group ‘B’: Post in initial entry revised scales of pay with maximum ranging between Rs. 10,640 to
11,659.

Group ‘C’: Posts in initial entry revised scales of pay with maximum ranging between Rs. 5,160 to
10,639.

A.S. CHATTHA,

Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-I BRANCH)

NOTIFICATION
The 20th December, 2016

No.G.S.R. 85/Const./Art.309/Amd.(19)/2016.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Civil Services(General and Common Conditions of Service) Rules, 1994, namely -

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Third Amendment) Rules, 2016.
(2) They shall come into force-on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 5, in the second proviso, for the words and sign "Punjab Government", the words "Punjab Government or any Board, Corporation, Commission or Authority under it", shall be substituted.

SARVESH KAUSHAL,
Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(Personnel Policies-1 Branch)
NOTIFICATION
The 4th October, 2017

No. G.S.R.44/Const./Art.309/Amd.(20)/2017.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:--

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Amendment) Rules, 2017.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 7, in sub-rule (3), for the existing proviso, the following provision shall be substituted, namely:-
“Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.”

KARAN AVTAR SINGH,
Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(Personnel Policies-1 Branch)
NOTIFICATION
The 13th September, 2019

No. G.S.R.31/Const./Art.309/Amd.(21)/2019.- In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:-

RULES

1. (1) these rules may be called the Punjab Civil Services (General and Common Conditions of Service) (First Amendment) Rules, 2019.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, (hereinafter referred to as the said rules), in rule 14 A, under column captioned as "Promotion", for the words "five years", the words "four years" shall be substituted.
3. In the said rules, in rule 15A, under column captioned as "Promotion", in clause (i) in the proviso, for the words "five years", the words "four years" shall be substituted.

KARAN AVTAR SINGH,
Chief Secretary to Government of Punjab.

TEJVEER SINGH,
Additional Chief Secretary to Government of Punjab,
Department of Local Government

PART-III
GOVERNMENT OF PUNJAB
DEPARTMENT OF LOCAL GOVERNMENT

NOTIFICATION

The 17th April, 2025

No. G.S.R. 26/P.A.12/2024/Ss.15 and 71/2025.- In exercise of the powers conferred by section 71 read with sub-section (1) of section 15 of the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and conditions of service of the persons appointed to the Punjab Fire and Emergency (Group-C) Service, namely: -

RULES

1. **Short title, commencement and application.-** (1) These rules may be called the Punjab Fire and Emergency (Group-C) Service Rules, 2025.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
(3) They shall apply to the posts specified in Appendix 'A'.
2. **Definitions.-** (1) In these rules, unless the context otherwise requires,-
 - (i) **"Act"** means the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024);
 - (ii) **"Appendix"** means an Appendix to these rules;
 - (iii) **"budget"** means the budget of the concerned urban local bodies reserved for the Fire and Emergency Service or any budgetary allocation by the State of Punjab or Union of India;
 - (iv) **"Director"** means the officer performing the function of Director, Fire and Emergency Service, Punjab;
 - (v) **"Government"** means the Government of the State of Punjab in the Department of Local Government;
 - (vi) **"recognized university"** or **"recognized institution"** means,-
 - (a) any University or institution incorporated by law in any of the State of India; or
 - (b) any other University or institution which is recognized by the Government for the purpose of these rules; and
 - (vii) **"Service"** means the Punjab Fire and Emergency (Group C) Service.

(2) The words and expression used, but not defined in these rules, shall have the same meaning as, respectively, assigned to them in the Act.
3. **Number and character of posts.-** The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add or to reduce the number of such posts or to create new posts with different designations and scales of pay, whether permanently or temporarily.

4. **Appointing authority.-** All appointments to the Service shall be made by the Director.
5. **Method of appointment, qualifications and experience.-** (1) All appointments to the Service shall be made in the manner as specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service may be made by transfer of a person holding an analogous post under the State Government or any statutory institution of the Government of Punjab.

(2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against the post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on the basis of seniority-cum-merit, but no person shall have any right to claim promotion on the basis of seniority alone.

(4) The Director may, in consultation with the Government, by order, from time to time,-

 - (a) determine the method or methods of recruitment; and/or
 - (b) determine the proportion of vacancies to be filled by each method.

(5) Reservation at the time of appointment and at the time of promotion to the members of the Scheduled Castes and other categories shall be applicable to the members of the Service on the basis of instructions issued by the Government of Punjab from time to time, in this regard, and as adopted by the Director.
6. **Pay of members of the Service.-** The members of the Service shall be entitled to such scales of pay, as may be authorized by the Government of Punjab, Department of Finance, from time to time. The scales of pay at present, in force in respect of the members of the Service, are given in Appendix 'A'.
7. **Disqualifications.-** No person shall be eligible for appointment to any post in the Service,-
 - (a) who has entered into or contracted a marriage with a person having a spouse living; or
 - (b) who having a spouse living, has entered into or contracted a marriage with any person:

Provided that the appointing authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage, and that there are other grounds for so doing, exempt such a person from the operation of this rule.
8. **Age of superannuation.-** (1) Subject to the provisions of sub-rule (2) every member of the Service shall retire from service on the afternoon of the last day of the month in which he attains the age of fifty eight years or as per instructions issued or rules made by the Government of Punjab from time to time, in this regard, and as adopted by the Government:

(VYSK 5, 1947 SAKA)

Provided that every member of the Service whose date of birth is the first day of a month shall retire from service on the afternoon of the last day of the preceding month.

(2) Any person appointed to the Service may, in public interest, be retired at any time after he has completed twenty years of qualifying service or as per instructions issued by the Government of Punjab, from time to time, in this regard, and as adopted by the Government, or he attains the age of fifty years, whichever is earlier, by giving him a written notice of three months:

Provided that the retirement under this sub-rule may be made effective forthwith on payment of three months' salary at the rate last drawn, in lieu of the notice period.

9. **Discipline, punishment and appeal.-** (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal), Rules, 1970, as amended from time to time.
(2) The authority empowered to impose penalties as specified in the rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970 shall be as per Appendix 'C'.
10. **Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.-** (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.
(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'D'.
11. **Assigning of additional duties or responsibilities.-** (1) All the duties specified in the Act, shall be ifso facto applicable to the members of the Service.
(2) Notwithstanding anything contained in these rules, the Government or any other authority empowered in this behalf, in addition to normal duties, may assign the members of Service any kind of special duties or responsibilities to be specified from time to time in furtherance to enhance the efficiency of work.
12. **Power to relax.-** Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category or persons:

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.
13. **Residuary powers.-** All matters not specifically provided for in these rules, whether incidental or ancillary to the provisions of these rules or otherwise, shall be regulated in accordance with such orders as the Director may, from time to time, make with the approval of the Government.
14. **Repeal and saving.-** The Punjab Municipal Fire Brigade Rules, 1977, in so far as they are applicable to the members of the Service, are hereby repealed:

Provided that any order issued or any action taken under the rules, so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.
15. **Interpretation.-** If any question arises as to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

APPENDIX- 'A'

(See rules 1(3), and 6)

Serial Number	Designation of the post	Number of posts		Scale of pay (Appointed before 17-07-2020) (in rupees)	Scale of pay (Appointed on or after 17-07-2020) (in rupees)
		Permanent	Total		
1.	Leading Firefighter	477	477	Level 6 (Initial 25600)	100% Promotional Post
2.	Driver-cum-Operator	724	724	Level 5 (Initial 21300)	Pay scale as per 7 th CPC minimum or initial pay 21700
3.	Fire Fighter	2368	2368	Level 3 (Initial 20200)	Pay scale as per 7 th CPC minimum or initial pay 19900

Note:- Recruittees appointed on or after dated 17-07-2020 shall not be paid the scale of 6th Punjab Pay Commission at the time of their promotion.

APPENDIX- 'B'

(See rule 5)

Serial number	Designation of post	Percentage of appointment by		Qualification and experience for appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
1	2	3	4	5	6
1.	Leading Firefighter	-	Hundred percent	-	From amongst the Drivers-cum-Operators or Firefighters, who have,- (i) An experience of working as such for a minimum period of five years; and (ii) a Valid Transport Vehicle Driving License (Heavy Motor Vehicle or Transport) from State Transport Authority.
2.	Driver-cum-Operator	Hundred percent	-	(i) Minimum 10+2 passed in second division from a recognized Board or institution; (ii) having Valid Transport Vehicle Driving License (Heavy Motor Vehicle or Transport) from State Transport Authority; (iii) having	-

(VYSK 5, 1947 SAKA)

				experience of minimum three years of driving Heavy Motor Vehicle or Transport Vehicle; and (iv) should not be less than eighteen years of age and not more than thirty years of age.	
3.	Fire Fighter	Hundred percent	-	(i) Minimum 10+2 passed in second division from a recognized Board or institution; and (ii) should not be less than eighteen years of age and not more than twenty five years of age.	-

Note:- Apart from the qualification and/or experience specified hereinabove, the following physique and physical fitness standards shall also be mandatory for appointment to all the posts in these rules, namely:-

A. For Male Candidate-

(1) Physique for all posts, for direct recruitment or by promotion:-

- (a) Height 5'7" minimum;
- (b) Chest 33.5" unexpanded with 1.5" expansion; and
- (c) Eye sight 6/6 both eyes without glasses.

(2) Physical fitness standards:-

- (a) Running a distance of 100 yards with a weight (bag of soil/sand) of 60 kg in one minute;
- (b) Long Jump 3.80 Meters (3 chances); and
- (c) Climbing a rope to a height of 8 feet from the Ground. His feet shall be at or above 8 feet mark and body shall be straight.

B. For Female Candidate-

(1) Physique for all posts, for direct recruitment or by promotion:-

- (a) Height 5'3'' minimum; and
- (b) Eye sight 6/6 both eyes without glasses.

(2) Physical fitness standards:-

- (a) Running a distance of 100 yards with a weight (bag of soil/sand) of 40 kg in one minute;
- (b) Long Jump 3.00 Meters (3 chances); and
- (c) Climbing a rope to a height of 6 feet from the Ground. Her feet shall be at or above 6 feet mark and body shall be straight.

APPENDIX- 'C'

(See rule 9 (2))

Serial number	Designation of the post	Nature of Penalty/or @ Order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4	5
1.	Leading Firefighter	Minor Penalties and Major Penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal Rules, 1970) as amended from time to time.	Director	Government
2.	Driver Cum Operator			
3.	Fire Fighter			

APPENDIX- 'D'
(See rule 10)

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-I BRANCII)

NOTIFICATION

The 4th May, 1994

No.GS.R.33/Const./Art.309/94.- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to ¹[Group 'A', Group 'B' and Group 'C'] services in connection with the affairs of the State of Punjab, namely:-

1. Short title, commencement and application:-

- (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.
- (2) They shall come into force at once.
- (3) They shall apply to all the posts in [Group A', Group 'B' and Group 'C'] services in connection with the affairs of the State of Punjab.

2. Definitions.- In these rules, unless the context otherwise requires,-

- a) "appointing authority" means an appointing authority specified as such in the Service Rules made under article 309 of the Constitution of India in respect of any service or Post in connection with the affairs of the State of Punjab;
- b) "Board" means the Subordinate Service Selection Board, Punjab or any other authority constituted to perform its functions;
- c) "Commission" means the Punjab Public Service Commission;
- d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;
- e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- f) "recognized university or institution" means, -
 - i) any university or institution incorporated by law in any of the State of India; or
 - ii) any other university or institution, which is declared by the Government to be recognized university or institution for the purposes of these rules;
- g) ¹["Service" means any Group 'A' Service, Group 'B' Service and Group 'C' Service constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;]
- h) "Service Rules" means the service rules made under article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and

¹ Amended vide Punjab Government Notification No.G.S.R.115/Const./Art 309/Amd.(6)/2001, dated 18th December, 2001.

- (i) "War hero" means a defence services personnel, or a para-military forces personnel, who is a bona fide resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by the Government of India, in operations in Kargil or any other sector in J & K in the on going conflict with Pakistan or in any other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
- (ii) a defence service personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Param Vir Chakra, Mahavir Chakra or Vir Chakra; provided that,-
 - (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though not *bona fide* residents of Punjab State are yet closely connected to the State of Punjab;
 - (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to first generation dependent members/next of the kin.

Note:-The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.]

3. Nationality, domicile and character of person appointed to the Service.-

- (1) No person shall be appointed to the Service unless he is,-
 - (a) a Citizen of India; or
 - (b) a Citizen of Nepal; or
 - (c) a Subject of Bhutan; or
 - (d) a Tibetan refugee who came over to India before the 1st day of January, 1962 with the intention of permanently settling in India; or
 - (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate-but he shall not be appointed to the service, unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.
- (3) No person shall be recruited to the service by direct appointment, unless he produces,-
 - a) a certificate of character from the principal academic officer of the university, college, school or

¹Substituted vide Punjab Government Notification No.G.S.R. 34/Const./Art.309/Amd.(7)/2003, dated 12th July, 2003.

(VYSK 5, 1947 SAKA)

institution last attended, if any, and similar certificates from two responsible persons not being relatives, who are well acquainted with him in his private life and are unconnected with him in his private life and are unconnected with his university, college, school or institution; and

(b) An affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or Government of India, or of any Public Sector Undertaking.

4. **Disqualification.**- No person;-

(a) who has entered into or contracted a marriage with a person having spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person shall be eligible for appointment to the Service:

Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, Exempt any person from the operation of this rule.

5. **Age:-** ¹[(1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be.]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed upto forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the Government of India.

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time.

(2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time

²[(4) In the case of appointment of a War-hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time]

³[5A. **Increase in upper age limit:** - Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have been increased by two years.]

¹Amended vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

²Amended vide Punjab Government Notification No.G.S.R.81/Const./Art.309/Amd.(11)/99, dated 15th November, 1999.

³Rule 5A after rule 5 was inserted vide Punjab Government Notification No.G.S.R.20/Const./Art.309/Amd.(10)/2010, dated 24th May, 2010.

6. **Qualification etc.**- Subject to the provisions of these rules, the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service;

¹{Provided that where appointment of ²[Group 'A' or Group 'B'] non- technical post is offered to a war-hero, who has been discharged from defence services or paramilitary forces on account of disability Suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university. Such person who is offered [Group 'A' or Group 'B' or Group 'C'] non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.}

7. **Probation-** (1) A person appointed to any post in the service shall remain on probation for a period of ⁴[three] years, if recruited by direct appointment and one year if appointed otherwise:

Provided that:-

- (a) any period, after such appointment, spent on deputation on a corresponding or higher post shall count towards the period of probation;
 - (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
 - (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
 - (d) any kind of leave not exceeding six months, during or at the end of period of probation, shall be counted towards the period of probation.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding ³[one] and a half years from the date of appointment, it may,-
- (a) if such person is recruited by direct appointment, dispense with his services, or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
 - (b) if such person is appointed otherwise-
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

¹Proviso was added, vide Punjab Government Notification No. G.S.R.81/Const./Art.309/Amd(II)99, dated 15th November, 1999.

²Amended vide Punjab Government Notification No. G.S.R.115/Const./Art.309/Amd.(6)/2001, dated 18th December, 2001.

³Amended vide Punjab Government Notification No. G.S.R.1/Const./Art.309/Amd.(14)/2015, dated 23rd February, 2015

⁴Amended vide Punjab Government Notification No. G.S.R.56/Const./Art.309/Amd.(18)/2016, dated 5th September, 2016.

- (3) On the completion of the period of probation of a person, the appointing authority may
- (a) If his work and conduct has in its opinion been satisfactory-
- (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed ; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) if his work or conduct has not been in its opinion, satisfactory or if he failed to pass the departmental examination, if any, specified in the Service Rules-
- i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

Provided that the total period of probation including extension, if any, shall not exceed three years.

8. **Seniority-** The seniority inter se of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service.

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case of person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined as post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows:-

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointments from which they were promoted on transferred; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments and if the length of service is also the same, an older person shall be senior to a younger person:

¹[Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.]

Note:- Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

9. **Liability of members of Service to transfer-** A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1, Part 1.
10. **Liability to serve-** A member of Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.
11. **Leave, Pension and other matters-** In respect of pay, leave, pension and all other matters not expressly provided for in these rules, a member of a Service shall be governed by such rules and regulations as may have been or may hereafter be adopted or made by the competent authority.
12. **Discipline, penalties and appeals-** (1) In the matter discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules, 1970 amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.
13. **Liability for vaccination and re-vaccination-** Every member of a Service shall get himself vaccinated or re-vaccinated when Punjab Government so directs by a special or general order.
14. **Oath of allegiance-** Every member of a Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

¹14A. Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by-

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government unless he -- (i) Possesses the Bachelor's Degree from a Recognized University or Institution; and (ii) Qualifies in the competitive test specified by the appointing authority from time to time; and (iii) Possesses at least on hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, Which is ISO 9001, certified.	From amongst the clerks, who have an experience of working as such for a minimum period of five years.

OR

Possesses a Computer Information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.

(2) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have, before his appointment, ²[passed a test in English and Punjabi, respectively,] typewriting on computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non-technical Post is offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as Provided in sub-rule(2).

¹Rule 14A was inserted vide Punjab Government Notification No. G.S.R.7/Const./Amd.(15)/2015 dated 15th March, 2015.

²Amended vide Punjab Government Notification No. G.S.R.69/Const./Art.309/Amd.(16)/2015 dated 24th December, 2015.

15. Minimum Educational and other qualifications:-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised University or Institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India:

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule(1), shall have, before his appointment, ²(passed a test in English and Punjabi, respectively, on computer), to be conducted by the Board or the appointing authority or the Department of Information Technology as the case may be, at a speed of thirty words per minute".

Provided that where appointment of Group 'C' non-technical post offered to a War Hero, who has been discharged from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as specified in sub-rule(2).]

¹Rule 15 was Substituted, vide Punjab Government Notification No.G.S.R.12/Const./Art.309/ Amd.(9)/2009, dated 10th February, 2009.

Rule 15 was amended and sub rule (3) was Omitted vide Punjab Government Notification No.G.S.R.59/Const./Art.309/ Amd.(13)/2011, dated 17th August, 2011.

²Amended vide Punjab Government Notification No.G.S.R.69/Const./Art.309/Amd.(16)/2015, dated 24th December,2015.

¹15A. Minimum Educational and other Qualification for appointment to the post of Senior Scale Stenographer by –

Direct Appointment	Promotion
<p>No person shall be given direct appointment to the post of Senior Scale Stenographer under the Punjab Government unless he--</p> <p>(i) Possesses the Bachelor's Degree from a recognized University or Institution; and</p> <p>(ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :-</p> <p style="padding-left: 40px;">(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (a typewriter/ computer) at a speed of 20 words per minute. and</p> <p style="padding-left: 40px;">(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (a typewriter/ computer) at a speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the stenography test in both the language shall be considered to have qualified the test for appointment as Senior Scale Stenographer”.</p> <p>(iv) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.</p> <p style="text-align: center;">OR</p> <p>Possesses a Computer information Technology course equivalent to ‘O’ level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.</p>	<p>(i) From amongst the Junior Scale Stenographers, who have an experience of working as such for a minimum period of one year.</p> <p style="padding-left: 40px;">Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typist, who have an experience of working as such for a minimum period of five years; and</p> <p>(ii) Qualifies in a stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:-</p> <p style="padding-left: 40px;">(a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/ computer) at a speed of 20 words per minute; and</p> <p style="padding-left: 40px;">(b) the passage in English shall be dictated at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/ she qualifies the Stenography test in both the language shall be considered to have qualified the test for promotion as Senior Scale Stenographer.”</p>

¹Rule 15A was inserted vide Punjab Government Notification NO. G.S.R.7/Const/ Art.309/Amd.(15)/2015 dated 15th March, 2015.

¹16. **Minimum Educational and other Qualifications for appointment to the post of Steno-typist or Junior Scale Stenographer-** No person shall be given direct appointment to the post of Steno-typist or Junior Scale Stenographer under the Punjab Government, unless he-

- (a) Possesses Bechelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointment authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with bands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses Computer information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.]

²17. **Knowledge of Punjab Language-** No person shall be appointment to any post in any service by direct appointment unless he has passed Matriculation examination with Punjab as one of the compulsory or elective subjects or any other equivalent examination in Punjabi Language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the Government from time to time, the person so appointed shall have to pass an examination of Punjabi language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualification for a post in any service are lower than the Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi language equivalent to Middle standard:

Provided further that where a War hero, who has been discharged from defence service or paramilitary forces on account of disability suffered by him or his widow or dependent member of his family is appointed under the instructions issued in this behalf by the Government the person so appointed will not be required to possess aforesaid knowledge of Punjabi language:

Provided further that where a ward of Defence Service Personnel, who is a bona fide resident of Punjab State, is appointment by direct appointment, he shall have to pass to pass an examination of Punjabi language equivalent to Matriculations Standard or he shall have to qualify a test conducted by the Language Wing of the Department of Educational of Punjab Government within a period of two years from the date of his appointment.]

¹Amended vide Punjab Government Notification NO. G.S.R. 12/Art. 309/Amd.(9)/2009, 10th February, 2009. *

²Rule 17 was Substituted vide Punjab Government Notification No. G.S.R.97/Art.309/ Amd.(5)/2001, dated 4th September, 2001.

¹18. Promotion to Group 'A' and Group 'B' Services-

(1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit -cum-seniority as per the instructions issued by the Government from time to time. The Minimum bench mark for promotion for such post would be 'Very Good'. The officer who is graded as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in Group 'A' other than Head of Department the minimum benchmark. Will be 'Very Good' as per the Instructions issued by the Government from time to time. There shall be no supersession on the basis of merit.

(c) For promotion to post falling in Group 'B', the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) **Debarring for consideration for promotion of a Government employee who refuses to accept promotion-** In the event of refusal to accept promotion by a member of a service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointment authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. **Power to relax-** Where the government is of the opinion that it is necessary to expedient so to do, it may by Order, for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category of persons.

Provided that the provisions relating to educations qualifications and experience, if any, shall not be relaxed.

20. **Over riding effect-** The Provisions of these rules shall have effect notwithstanding anything contrary contained in any rules for time being in force for regulating the recruitment and conditions of services for appointment to public service and post in connection with the affairs of the State.

21. **Interpretation-** If any, question arises us to the interpretation of these rules the Government shall decide the same.

¹Rule 18 was Substituted vide Punjab Government Notification No.G.S.R.117/Const./Art.309/Amd.(7)/2001, dated 18th December, 2001.

“APPENDIX”**(See Rule 2)**

- Group ‘A’ :** Posts in initial entry revised scales of pay having maximum of Rs. 11,660 or more,
Provided that all existing Class 1 Posts irrespective of the monetary limits of the pay scale
shall be placed in Group ‘A’.
- Group ‘B’ :** Post in initial entry revised scales of pay with maximum ranging between Rs. 10,640 to
11,659.
- Group ‘C’ :** Posts in initial entry revised scales of pay with maximum ranging between Rs. 5,160 to
10,639.

A.S. CHATTHA,

Chief Secretary to Government of Punjab.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES-I BRANCH)

NOTIFICATION
The 20th December, 2016

No.G.S.R. 85/Const./Art.309/Amd.(19)/2016.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Civil Services(General and Common Conditions of Service) Rules, 1994, namely -

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Third Amendment) Rules, 2016.
(2) They shall come into force-on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 5, in the second proviso, for the words and sign "Punjab Government", the words "Punjab Government or any Board, Corporation, Commission or Authority under it", shall be substituted.

SARVESH KAUSHAL,
Chief Secretary to Government of Punjab.

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL

(Personnel Policies-1 Branch)

NOTIFICATION

The 4th October, 2017

No. G.S.R.44/Const./Art.309/Amd.(20)/2017.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:--

RULES

1. (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) (Amendment) Rules, 2017.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, in rule 7, in sub-rule (3), for the existing proviso, the following provision shall be substituted, namely:-
“Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.”

KARAN AVTAR SINGH,

Chief Secretary to Government of Punjab.

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL

(Personnel Policies-1 Branch)

NOTIFICATION

The 13th September, 2019

No. G.S.R.31/Const./Art.309/Amd.(21)/2019.- In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, namely:-

RULES

1. (1) these rules may be called the Punjab Civil Services (General and Common Conditions of Service) (First Amendment) Rules, 2019.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, (hereinafter referred to as the said rules), in rule 14 A, under column captioned as "Promotion", for the words "five years", the words "four years" shall be substituted.
3. In the said rules, in rule 15A, under column captioned as "Promotion", in clause (i) in the proviso, for the words "five years", the words "four years" shall be substituted.

KARAN AVTAR SINGH,

Chief Secretary to Government of Punjab.

TEJVEER SINGH,

Additional Chief Secretary to Government of Punjab,
Department of Local Government.

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL POLICIES- III BRANCH)
NOTIFICATION
The 23rd April, 2025

No.G.S.R.27/Const./Art.320/Amd.(99)/2025.- In exercise of the powers conferred by the proviso to clause (3) of Article 320 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following regulations further to amend the Punjab Public Service Commission (Limitation of Functions) Regulations, 1955, namely:-

REGULATIONS

1. (1) These regulations may be called the Punjab Public Service Commission (Limitation of Functions) Amendment Regulations, 2025.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Public Service Commission (Limitation of Functions) Regulations, 1955 (hereinafter referred to as the said regulations), in Schedule 'A', after entry 116, the following entry shall be added, namely:-
"117. 13 Group-A posts of Sports Medicine Specialist Doctors in the Department of Sports and Youth Services."
3. In the said regulations, in Schedule 'B', after entry 49, the following entry shall be added, namely:-
"50. 13 Group-A posts of Sports Medicine Specialist Doctors in the Department of Sports and Youth Services."

K A P SINHA,
Chief Secretary to Government of Punjab.

PART-III

GOVERNMENT OF PUNJAB

**DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS
(LEGAL SERVICES AUTHORITY)**

NOTIFICATION

The 22nd April, 2025

No. S.O. 27/C.A.39/1987/S.6/2025.- In supersession of the Government of Punjab, Department of Legal and Legislative Affairs, Notification No. S.O.5/C.A.39/1987/S.6/2025, dated the 28th January, 2025, and in pursuance of the provisions of clause (b) of sub-section (2) of section 6 of the Legal Services Authorities Act, 1987 (Central Act No. 39 of 1987), and all other powers enabling him in this behalf, the Governor of Punjab in due consultation with the Chief Justice of the Punjab and Haryana High Court, is pleased to nominate the **Hon'ble Mr. Justice Deepak Sibal**, as Executive Chairman of the Punjab State Legal Services Authority, on and with effect from the 16th day of April, 2025.

MANDEEP PANNU,

Principal Secretary to Government of Punjab,
Department of Legal and Legislative Affairs.